

Doubling Student Performance in Washington: Links to the Evidence-Based Model

Presented to the
Washington Learns Advisory Committee
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Washington Learns

- **Reason Created**
 - To position Washington to flourish in the emerging, 21st Century Global Economy
- **Key resource for that economy**
 - An educated workforce
- **Thus prime focus on improving the knowledge and skills of Washington's students**



Washington Learns

- **Three Advisory Committees:**
 - **Early Learning – birth to school age**
 - **K-12 – elementary, middle and high schools**
 - **Post-secondary – career-technical and community colleges, 4 year colleges and universities**



K-12 Advisory Committee

- **Task -- How to redesign the K-12 public school system so that it produces graduates of high school**
 - Ready for College
 - Ready for work in the global economy
 - Ready for citizenry
- **Six core strategies**
 - 6Rs for the 21st century



Six Core Strategies

- **Recalibrate goals for student learning**
 - Double student academic achievement, as measured by the rigorous NAEP, over the next 5-10 years
- **Re-engineer schools**
 - Change what schools focus on, how they are organized and how they use resources – evidence-based report
- **Redesign teacher development**
 - Help all teachers acquire the instructional expertise to educate all students to proficiency and the ability to think, understand, problem solve and communicate



Six Core Strategies

- **Reinforce achievement for struggling students**
 - Provide extended learning opportunities so all students achieve to high standards
 - Hold performance standards high, vary time
 - Close the achievement gap
- **Retool schools' technology so they can tap the educating potential of the Internet**
- **Restructure teacher compensation**
 - Pay teachers individually for what they know and can do, and collectively for improving student learning



Major New Goals

- **Double student achievement**
 - Have 90% of students – including low income, students of color, ELL and students with disabilities – achieve to proficiency standards as rigorous as those of the national testing system, NAEP
- **Have all students take a college prep curriculum**
 - Knowledge and skills for the global, knowledge-based economy require the same skills to enter the work force or go to college after high school graduation
 - Career-tech education is info-tech, nano-tech, bio-tech, health-tech and construction-tech if it is to function to bolster Washington's economy to a faster growth curve



Major New Goals

- **Students able to work in global, cross-cultural teams, and communicate in a second language**
- **Students enter kindergarten ready to learn.**
- **Have all students reading and doing math proficiently by the end of grade 3, and have all students complete algebra and geometry by the end of grade 9, with a large increase in numbers of students completing algebra by the end of grade 8**



Six Steps to Doubling Results

- **We know how to double student academic performance**
- **Examples around the country and in Washington show how student achievement results can be doubled**
 - Aldine (TX), Long Beach (CA), Newport News (VA), Madison (WI)
 - Washington's' multiple “pockets of excellence” including Reading First Schools, Rosalia, Nooksack, Spokane, others



Six Steps to Doubling Results

- 1) Analyze student achievement data to become deeply knowledgeable about performance issues and nature of the achievement gap**
 - Importance of formative assessments
- 2) Review evidence on good instruction and effective curriculum**
 - Throw out the old curriculum and replace with a different, more rigorous curriculum



Six Steps to Doubling Results

3) Invest heavily in teacher training

- Resources for trainers
- Intensive summer institutes, longer teacher work years
- Instructional coaches in all school

4) Provide extra helps for struggling students -- state funded and federal Title 1

- Tutoring: 1-1, 1-3, 1-5
- Extended days
- Summer School
- ELD for ELL students



Six Steps to Doubling Results

5) Smaller classes in early elementary years

- K-3 at 15 from randomized trials

6) Strong leadership around data-based decision making and improving the instructional leadership, by both the superintendent and principal



Six Steps to Doubling Results

Bolster with measuring and reporting results, and accountability for both students and teachers

- **Measure results, faculties analyze results and use to continue to improve instruction**



Six Steps to Doubling Results

- **But the examples are of schools that have boosted student performance in 1-2 content areas, and at one education level, through reallocating extant resources**
- **And now have no more resources to reallocate**
- **Need similar resources for all 5 core content areas and in all elementary, middle and high schools**



The New School Vision ...

- **Personalized learning environments – school units 400-600 or smaller – strong parent involvement and community outreach**
- **Most important factor: high quality teacher in every classroom**
 - Urban and rural, low performing schools, math and science
- **Ongoing, intensive training for all teachers in all subjects and at all levels**
- **Next most important factor: a rigorous curriculum program in all core content areas**



The New School Vision ...

- **Focus on teaching students to think, problem solve, apply knowledge in the core subjects of math, science, reading/English, history, language**
- **Relentless pursuit of high levels of student achievement through a range of extended learning opportunities**
- **Bolstered with significant parent outreach and community support**
- **Reinforced by a changed teacher compensation system that is built on a more adequate base salary and tied to teacher knowledge, skills and instructional expertise**



The Finance Analysis

- **Built on these six key steps to doubling student performance**
- **Two adequacy approaches:**
 - Successful district/schools
 - Evidence-based analysis
- **Successful district/schools analysis had two key findings**
 - Spending per pupil in all such districts/schools were far above the state allocation model, and for modest performance targets, which means state spending for basic education must rise by a large amount for performance to double
 - Several exhibited the above six steps to doubling performance

The Finance Analysis

- **Evidence-based analysis**
 - **Produces a completely re-engineered school**
 - **Think of a hybrid car but not a hover-mobile**
 - **The Prius gets twice the gas mileage of a traditional car, but still looks like a car**
 - **It is a re-engineered car with double performance**
 - **Built on strategies that are evidence-based**
 - **Evidence that each strategy has boosted student academic achievement**
 - **Assumes reallocation of all extant resources to the elements of the model**



Needed to Make the Investments Produce a High Rate of Return ...

- **State, regional, district and school leadership around the strategies to double student performance**
 - Curriculum change, school restructuring, resource reallocation, relentlessly pursue results
- **Ambitious capacity development strategy**
- **Real accountability**
 - Measure student performance and link to classrooms/teachers/schools to facilitate analysis of what works



Needed to Make the Investments Produce a High Rate of Return ...

- **Restructured teacher compensation system to recruit and retain high quality teachers in all classrooms – a stronger base salary with pay increases linked to knowledge and skills**
 - Create a four tier licensure system – new teacher, apprentice, career, master
 - Each category a teacher performance category
 - Salary structure that makes teacher performance the KEY factor that produces increases in base pay
 - Use a comparative wage index to adjust salary levels across regions to insure a high quality teacher
 - Provide pay premiums for urban and rural teachers, math and science teachers, teachers in high poverty schools

